

THIS DOES NOT  
CIRCULATE

MERVYN R. MONTGOMERY, ESQ.  
404 Clifton Avenue  
P.O. Box 352  
Clifton, New Jersey 07011  
(201) 546-3100

1979

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is hereby made and entered into this 20th day of November, 1979, by and between the CITY OF CLIFTON, (herein called "City") and the CLIFTON CITY EMPLOYEES ASSOCIATION, (herein called "Association"):

1. The City hereby recognizes the Association as the exclusive representative for the period January 1, 1979 to December 31, 1979 for collective negotiations concerning the terms and conditions of employment for all full-time non-uniformed employees of the City excluding the City Manager, the City Clerk, the Administrator and all School Traffic Guards.

2. A monetary increase of \$1,000.00 on the base salary of every member of the Association shall be granted as follows:

A. A salary increase of \$700.00 covering the period January 1, 1979 to December 31, 1979 shall be granted to all employees on the pay-roll during the period January 1, 1979 to September 30, 1979.

B. An additional salary increase of \$300.00 covering the period October 1, 1979 to December 31, 1979 shall be granted to all employees on the pay-roll during the period October 1, 1979 to December 31, 1979.

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C. Computation of the above salaries shall be as follows:

1. For all full time employees covering the period January 1, 1979 through December 31, 1979:

\$700.00 increase 1/1/79: \$700.00 divided by  
26 payroll periods = \$26.92 increase per pay-  
roll X 19.5 payrolls through September 30,  
1979 = \$525.00

\$300.00 increase 10/1/79: \$1,000.00 divided  
by 26 payroll periods = \$38.46 increase per  
payroll X 6.5 payrolls (10/1/79 through  
12/31/79) = \$250.00

TOTAL 1979 SALARY INCREASE \$775.00

2. For all CETA Employees terminated by September 28, 1979:

\$700.00 increase 1/1/79: \$700.00 divided by  
26 payroll periods = \$26.92 increase per pay-  
roll through September 28, 1979 = \$525.00

TOTAL 1979 SALARY INCREASE \$525.00

3. All over-time paid to any member of the Association prior to the effective date of this Agreement shall be calculated retroactively to January 1, 1979 to include the increase in the hourly rate for each employee, as contemplated by the within Agreement.

4. Commencing January 1, 1980, each member of the Association shall be entitled to two (2) personal days for the period January 1, 1980 to December 31, 1980.

5. Retroactive to January 1, 1979, the now prevailing

terminal leave benefit for members of the Association of forty (40) percent of unused sick leave shall be increased to fifty (50) percent of unused sick leave.

6. In addition to any other legislative action required by this Agreement, the City agrees to amend the present Vacation Ordinance to delete the amount of an employees' salary as criteria for determining the amount of vacation to which an employee of this Association shall be entitled - provided, however, that said amendment shall not affect the vacation schedule of any employee of this Association who is employed by the City on the effective date of this Agreement, and provided further that only the first horizontal line as set forth in Paragraph (a) of Revised Ordinance of the City of Clifton, Section 27-9, as presently enacted shall be used for the computation of vacation leave for all new non-uniformed employees hired on or after the effective date of this Agreement.

7. The City agrees to enact such ordinances or resolutions, or amendments thereto, as may be necessary to effectuate the terms of this Agreement.

8. Except as altered or changed herein, all prior and existing benefits, terms and conditions of employment now enjoyed by or applicable to the members of this Association shall remain in full force and effect.

9. It is understood and agreed by and between the parties hereto that the terms and provision herein set forth shall apply only to those employees, now or formerly, members of the

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Association who were employed by the City on or after January 1, 1979 and who shall continue to be employed by the City on the effective date of this Agreement or who shall no longer be employed by the City on the effective date of this Agreement by reason of the expiration of the term being served by any such employee in any Municipal Office or position having a term by law, including all CETA Employees TERMINATED after July 1, 1979, or by reason of the retirement of any such officer or employee in compliance with the requirements of any Public Employee Pension System established by the laws of this State under which system such officer or employee shall be qualified for retirement benefits.

IN WITNESS WHEREOF, the said parties have hereunto set their hands and seals, or caused these presents to be signed by their proper officers, the day and year first above written.

City of Clifton

by Gerald Zecker  
GERALD ZECKER, Mayor

Attest:

Betty J. Lutz  
BETTY J. LUTZ, City Clerk

Clifton City Employees Association

by Sarah Lombardo  
SARAH LOMBARDO, President

Attest:

Joan M. Grunstra  
JOAN GRUNSTRA, Secretary